

What we do together



Parish Share: how do you see it?

- "It's a burden on church life!"*
- "Our parish gets back more than we give"*
- "We'd be far better off if we didn't have to pay"*
- "It ensures ministry for all communities – whether they can afford it or not."*
- "It salts away our giving into a bottomless pit"*
- "It helps pay for services we can't provide for ourselves"*
- "It keeps people at Diocesan House doing things we don't need"*
- "Most of it goes to pay stipends and pensions and provide housing for our clergy"*
- "It wastes our resources"*

We've heard all the above so let's get the record straight for 2010...

Big picture thinking

It's all too easy to lose touch with the big picture because we all live in parishes and parish life can be extremely demanding. However at every level of the Church of England we're involved in what St Paul calls 'The body of Christ'. It's an idea that suffuses much of his writing – a great body of people working together charged with one common missional purpose, the business of sharing the Gospel and living the life.

An £11.5m charity: of pen pushers!

With all that growth and change has come the inevitable perception by some that the Diocesan administrative centre is peopled by pen pushers and ecclesiastical civil servants who offer little to the day-to-day ministry of our 163 parishes.

This short paper comes out of conversations following a brief staff Eucharist at Diocesan House.. It was suggested that the challenge to go out into the 'harvest field' might feel remote for people locked into diocesan administration. Where's the mission in that? Where are the changed lives?

It's useful for the diocese as a whole to remind itself about just what is achieved in direct terms by the support teams of the Diocese of Guildford – and like it or not, the business of Parish Share is part of that picture.

A challenge for every diocese is how to make it understandable and clear away the confusion. We want to renew the appreciation that Parish Share is a vital tool in the Kingdom, for without it, the Gospel would not be served and churches would not be open in many areas of our land. The structure of a diocese like ours enables clergy to be paid and pensioned. It enables properties, many of which are homes to clergy, to be maintained and managed, and charity and other laws of the land to be served. The structures enable those essential services that clergy, parishes and schools need. We should also never forget that 70% of Parish Share pays for clergy and their housing.

Greater clarity

A recent letter to 'The Wey' highlighted the need for greater clarity of understanding about the way an Anglican diocese works. The correspondent suggested quite seriously that the Diocesan budget be cut by 25%. Some readers would have realised that the Administration team at Diocesan House costs just 6% of budget and that even if the Communications, mission and social outreach support were 'slashed and burned' in their entirety and Anglican support for schools and education were withdrawn we would still not achieve the suggested level of savings

The Annual Report for 2009 deserves serious study. An annual report is always for the previous year so hardly looks up-to-date – but it is on the website and we have quantities of the attractively produced hard copies left which might usefully be left in Churches for parishioners to see. But that was 2009...

So what does the bottomless pit do with its money in 2010? Read on!

Helping parish ministry grow

2010 has so far seen the Mission, Evangelism and Parish Development Team involved with 64 parishes and the most usual forms their involvement takes will be: regular work consultancies for clergy (10+)

- Stewardship advice
- Building Discipleship
- Encouraging Mission & Community involvement
- Facilitating 'Fresh Expressions'
- Assisting with Evangelism

Some 15 projects are currently receiving ongoing funding from the Mission & Parish Development Fund, many of these are Parish Youth & Childrens' Workers. Your Share helped the growth of 'Street Angels' ministries in a number of towns.

Between 2001 and 2009, the Parish Funding programme has enabled parishes to make impressive strides:

Total Programmes	83	Average Increase 39%	Aggregate Increase £1.5m p.a.	New Planned Givers
1500				

Preparing for ministry

"The Department for ministerial training is active, energetic and committed to training, forming and equipping all kinds of lay and ordained ministers in the diocese," says Canon Hazel Whitehead. "We like to think of growth in its widest sense, and though we do count heads we are also keen on personal growth (for both lay and ordained) and the deepening of skills and knowledge. We are part of the South Central Regional Training Partnership and work collaboratively with other dioceses, ecumenical partners, our link diocese of Wakefield, the University, Ministry Division and the other Departments."

A selection of DMT statistics shows them annually providing:

- extended Ministerial Development Leave for 8 – 10 clergy,
- funding about a dozen Major Awards for qualifications
- servicing some 80 curates in IME 4 – 7
- training LLM (Readers) and OLMs to degree level and inviting interested, independent students to join them for their own interest and development
- facilitating courses for Communion Assistants (dozens), Occasional Preachers (c 120) and Leaders of Worship (8 in a pilot group)
- arranging Ministry Reviews for half the clergy in the diocese
- training Pastoral Assistants (32) and helping in their CMD (240 of them)
- running a series of CMD days for clergy.

The Diocesan Director of Ordinands advises and helps discern vocations for about 100 people at any one time.

"...and," says Hazel, "we could go on . . ."

Involvement with social need

"The ministries of DSR are diverse indeed," says Canon Chris Rich, Director for Social Responsibility. "DSR identifies social need, catches the vision, shares it with local Christian and other faith communities and engages public money to ensure the work is done. Cohesive Ministry of that kind in areas of social deprivation, often among minorities or people with disability, can only really be negotiated and coordinated from a central body in tandem with local government networks - although local delivery is often through parishes and members of congregations."

Because of the Church of England's key role in civil society, the Department for Social Responsibility is heavily involved in promoting the work of all people of faith. It champions, supports and brings together all who provide services within the whole of SE England (e.g. South East England Faiths Forum [SEEFF]). The contribution of Faiths in the SE economy is conservatively estimated as £328m each year. This will be announced formally in late October.

DSR is responsible for a large and diverse team which costs Parish Share extremely little ~ around 2% per annum. Salaries are mostly paid through external funding arrangements, and it is Chris Rich and his team's vision, tenacity and close links with local government networks that ensure the right connections are made so that highly motivated, often Christian, workers and volunteers are there at the heart of social need in the Diocese.

DSR facilitates and sustains ongoing projects across the Diocese, such as the award-winning Surrey Appropriate Adult Volunteer Service (SAAVS) providing 24/7 availability and care for vulnerable people in police custody. It supports Street Angels, too, alongside specific events like October's reception and Cathedral Evensong for some 130 carers.

"These are examples of the tip of a huge iceberg of social involvement which Parish Share, responsibly stewarded by a Diocesan Department, helps to bring about" says Chris. "If it were not there, Surrey and North East Hampshire society as a whole would be very much the poorer."

Teaching young... and old

"Servicing of our 83 Church Aided and Controlled Schools, as well as our 12 Affiliated Schools, is a massive ongoing task, keeping 'The rumour of God' alive in our increasingly secular education system." Says Canon Derek Holbird, Director for Education.

Derek's team is involved with every level of school management, curriculum and property, as well as the pastoral support of staff and training of Governors. Church schools, to be effective, have to be well-resourced and the teams ideas and specially prepared resources for teachers are appreciated by the schools in our diocese, be they 'our' schools or not.

"The challenge of school involvement is growing all the time and Churches and diocese together are also the biggest provider in the region of full-time specialist youth workers for whom a high level of training and support is provided via David Welch," says Derek.

"Our parish children's workers' network is extremely active and there is high demand for the training and support we offer for encouraging initiatives like Messy Church and Godley Play.

"Engagement with adult education also happens at the Education Centre on Stag Hill and the 2010 Summer School attracted some 850 bookings – the biggest number ever. Such a project has to be organised centrally and it provides a showcase to outsiders about what is happening in our Church and the wider Christian world. Nobody could put a price on that."

Looking after worship spaces, buildings and heritage

The Diocesan advisory Committee (DAC) handles an average of 150 faculties per annum, says DAC Secretary, the Revd Ruth Walker. "But that doesn't quite tell the whole story because we also offer other important resources to parishes":

- not all enquiries and result in actual faculties, but they still need administration
- we provide informal advice and frequently visit parishes to help with early advice before they start spending lots of money
- we keep parishes informed of changes in legislation and new regulations or requirements.
- we are on hand at Churchwardens' training days
- we offer support to clergy and parish administrators dealing with the frequent tricky pastoral issues around inappropriate memorials (I think it's called 'taking the flak!')
- we offer support and advice re obtaining funding / grants from other bodies
- we create and provide guidance notes on various aspects of church care/maintenance/development etc/
- we make deanery visits and parish 'away days' for parishes that may be contemplating major new reordering or development

"And," says Ruth, "We engage in a lot of hand-holding as objections are weathered and projects go through to completion."

Finance on the move

2010 is in full flow, but to give an idea of the statistics handled by our small team of finance personnel, 2009 saw the following volume of everyday demands:

4,146 purchase invoices processed	3,029 receipt transactions	
Total turnover of £11,465,000	Handling net Assets £100,743,000	Looking after 235 Trusts

In 2010:

- 188 Clergy are paid a regular stipend (alongside this are pension considerations)
- We provide payroll services for a further 17 members of assistant staff based in parishes, (both clergy and lay workers but mainly youth workers). This includes payment of council tax, although these payments are reimbursed via the relevant PCC.
- We financially support a number of ordinands in training through means of grants and housing.
- We also pay for moves for married ordinands moving to college for residential training.
- We are responsible for removals into and within the Diocese for all stipendiary, NSM and House for Duty clergy.

So far this year (2010/11):

- 19 clergy moves into/within the diocese
- 6 ordinand moves from college into parishes (deacons)
- 4 ordinands moved to residential college for training

The average move costs around £2,000. Some can be much more. All moves are insured with the Ecclesiastical Insurance Group under an annual contract paid for by the DBF. Virtually all of those moved into or within the diocese would have received a resettlement or first appointment grant. £52,982.00 has been claimed in Resettlement grants and £22,466.04 has been claimed in first appointment grants this year.

National Anglican life: alongside the above are the complex arrangements for handling things like (as in 2010) General Synod elections, regular Diocesan Synods and maintaining Guildford's voice in national Anglican polity.

And not forgetting one huge unsung task... Linda Hayward, who processes Criminal Records Bureau applications, handles about 2000 such CRB checks each year with a rejection rate of less than 1% - thanks to the work of our committed Parish CPOs..

Telling the stories!

The Communications team services the other teams as required and provides Communication support of many kinds to our Bishops and the Diocesan Board of Finance.

"In 2010 to date the Communications team is handling on average five media enquiries in a 'normal' news-quiet week and a similar number of Church or clergy enquiries, maybe needing production of a simple 'comment'. The picture can change suddenly with very large numbers all demanding immediate attention coming through when there are major local or national issues brewing," says Mark Rudall, Director for Communications.

"There's a lot to monitor, we field scores of general enquiries and must be ready when local journalists have questions on local parish and school issues.

"Sometimes comments have to be cleared by lawyers if the matter under examination is *sub judice*. Part of the diocesan communication task is the commitment to be on call 24/7 and that facility is used a lot.

"We fire back responses from media and others on big national matters (e.g. the possibility of sham marriages happening in our diocese / Synod topics such as women in Episcopacy) and in 2010 have produced multiple statements (ca 70) for possible and actual media use concerning sudden situations arising in 12 parishes and six schools. Some of these – currently three of them - are ongoing over many months and can absorb a lot of time.

"Yes, we would like to be even more proactive in our media releases than we are because it's good to tell the world about excellent things happening in our parishes, to facilitate the Bishop's relationship with media and tickle their desire for the new and novel. We could cite our ground-breaking iPhone app or arranging for Bishop Christopher and Health Minister Anne Milton MP, to meet on the river with a BBC journalist to make short radio packages used on August Sunday mornings discussing aspects of Guildford's life.

"We have reviewed or advised on many publications and communications projects alongside a routine that covers production of our diocesan paper (24K copies, ten times a year) and other printed or web resources. We now handle diocesan information services via a developing and highly comprehensive database. Keeping this behemoth up to date makes painting Sydney Harbour Bridge look straightforward!

"In 2010 we have extensively reviewed and rationalised the diocesan Major Incident response programme alongside many minor one-off projects undertaken (like this paper) in response to sudden central or parish requests. A great deal goes on in terms of personal interaction and the mantra of the Communications Team is to 'free up the clergy and other coal-face workers to do what they do best'.

"It might be a surprise to learn that 2010 has, unusually, seen involvement with five funerals where there has been a media presence. These sometimes need managing! In one case 24 journalists were present with outside broadcast facilities. We ensure that journalists are equipped with notes of what will be said in such a service, plus a pastoral comment from the member of clergy officiating. This frees up the minister for ministry at a time of potential pressure, something the team sees as directly facilitating mission."

Life without the pen pushers? Don't go there!

Bishop Christopher has charged us with a common purpose: building communities of faith and engagement wherever we are in the diocese. The vision is for communities growing in numbers, in spiritual depth and in social involvement...

The Body of Christ is a unity: let's celebrate it